

Exhibit 10

JENNIFER BURDIS
December 09, 2020

14 to 17

	Page 14	Page 16
1	JENNIFER BURDIS privacy training to recruitment trainings on our systems and processes to candidate management training and company trainings that would include you know all encompassing recruitment processes including level what to look for in candidates' background skill sets things like that.	1 JENNIFER BURDIS MS. GELFAND: Okay. Q. So what was your role as the recruiter for the technical director role in OCTO? A. I was the lead recruiter on the hiring project. Q. And when did you become aware that OCTO was looking to hire for the technical director role?
2	Q. Did you receive any training related to compensation or setting compensation? A. Yes. Q. Did you receive any training related to anti bias? A. Yes. Q. And did you receive any training related to discrimination? A. Yes. Q. Okay. Did you receive trainings related to particular systems used at Google? A. Yes. Q. Okay. Did you receive trainings in GHire? A. Yes. Q. And how about Thrive? A. No I did not have training in Thrive.	10 A. In 2016. I can't recall the month. 11 Q. And was Will Grannis the hiring manager for that role? 13 A. Yes. 14 Q. And did you did you meet with Mr. Grannis to discuss recruitment for the technical director position? 17 A. Yes. 18 Q. Okay. Can you tell me everything you recall discussing with Mr. Grannis the scope of the technical director position? 21 A. So I can't recall the conversation verbatim but I do recall meeting with Will and discussing him structuring a job description which would be for hiring a reasonably large volume of technical director level candidates into Google on
3	Page 15	Page 17
4	JENNIFER BURDIS Q. So at what point did you begin supporting the Office of the CTO or OCTO? A. I believe it was at some point during the beginning of 2016. Q. Okay. So let's focus on when you were supporting OCTO and specifically about the technical director office of the CTO position and I'm going to call it technical directors going forward. Is that okay? A. Yes. Just you're slightly muffled in the audio. I think it's because we're trying to I can hear you but I'm just having to listen carefully so that might MR. GAGE: I think it may by at your end Shira too because I hear you but you're a little distant. MS. GELFAND: Okay that's fine. Let me know if this is better. Is this better? MR. GAGE: It's better. As you lean a little forward like you're right now I can hear you clearly. MS. GELFAND: Okay I will project. MR. GAGE: Now that works.	1 JENNIFER BURDIS the individual contributor ladder at L 8 and L 9. 3 Q. Okay and can you tell me everything that you recall Mr. Grannis saying about the leveling of the role? 6 MR. GAGE: Objection. 7 A. I don't recall specifics. 8 Q. Okay and did you work with Mr. Grannis to come up with the external job posting for the technical director role? 11 A. I did. 12 Q. Okay and what was your role in drafting that job posting? 14 A. To make sure it was compliant inclusive and formatted correctly for sharing online and and sharing externally with non Googlers. 18 Q. What do you a mean by "compliant" and "inclusive"? 20 A. To make sure our minimum qualifications and preferred qualifications were in line with our company policy. 23 Q. Okay. Okay. Is there anything else that you recall discussing with Mr. Grannis in terms of what the role would entail?

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<p>1 JENNIFER BURDIS</p> <p>2 MR. GAGE: Objection.</p> <p>3 A. I do not know.</p> <p>4 Q. And so were there minimum</p> <p>5 qualifications that candidates had to meet for</p> <p>6 this technical director role?</p> <p>7 A. Yes.</p> <p>8 Q. And what were those minimum</p> <p>9 qualifications?</p> <p>10 A. They're listed on the job</p> <p>11 description. I would have to refresh by reading</p> <p>12 it but the minimum qualifications are documented</p> <p>13 on the job description.</p> <p>14 Q. Okay and where are they documented</p> <p>15 on the job description?</p> <p>16 A. On the second page of Exhibit 61 I</p> <p>17 believe.</p> <p>18 Q. So would that be under "Skills and</p> <p>19 Experience Requirements"?</p> <p>20 A. Correct.</p> <p>21 Q. Okay and could Google choose to</p> <p>22 waive those minimum qualifications?</p> <p>23 MR. GAGE: Objection. I don't know</p> <p>24 if I heard the question right. Did you say</p> <p>25 could or did?</p>	<p>Page 26</p> <p>1 JENNIFER BURDIS</p> <p>2 a little confusing so...</p> <p>3 Q. Okay. So you had mentioned that this</p> <p>4 document contains the minimum qualifications for</p> <p>5 the role in the "Skills and Experience</p> <p>6 Requirements" section</p> <p>7 A. Okay.</p> <p>8 Q. so I'm asking: Where in here does</p> <p>9 it document the minimum qualifications?</p> <p>10 A. Well now I</p> <p>11 MR. GAGE: Objection. Go ahead.</p> <p>12 A. Now that I'm looking at the job</p> <p>13 description I realize that the headline where the</p> <p>14 bullets that's your reading out reside are</p> <p>15 actually under the "Skills and Experience</p> <p>16 Requirements" and there's no mention of minimum</p> <p>17 qualifications in that section of the job</p> <p>18 description.</p> <p>19 Q. Okay. So are the minimum</p> <p>20 qualifications for this job description listed</p> <p>21 elsewhere?</p> <p>22 A. They would likely be in GHire.</p> <p>23 Q. So how did you determine I'm</p> <p>24 sorry one moment.</p> <p>25 So if you were to look up the minimum</p>
<p>1 JENNIFER BURDIS</p> <p>2 MS. GELFAND: "Could" they.</p> <p>3 MR. GAGE: Oh could. Could okay.</p> <p>4 Objection.</p> <p>5 A. I'm not sure how to answer that.</p> <p>6 Q. Okay. So let's walk through these</p> <p>7 minimum qualifications. So the first one says</p> <p>8 that "The ideal candidate will have extensive</p> <p>9 experience co creating Cloud roadmaps with</p> <p>10 customers and/or vendors of the CIO CTO SVP of</p> <p>11 engineering levels."</p> <p>12 MR. GAGE: Objection.</p> <p>13 Q. Would this be a minimum qualification</p> <p>14 for the technical director role?</p> <p>15 A. No.</p> <p>16 Q. Okay. Would that be a preferred</p> <p>17 qualification?</p> <p>18 MR. GAGE: Objection.</p> <p>19 A. I don't know how to answer that</p> <p>20 question.</p> <p>21 Q. Okay and if you could take a look at</p> <p>22 that time second bullet point is that a minimum</p> <p>23 qualification for the technical director role?</p> <p>24 MR. GAGE: Objection.</p> <p>25 A. I'm finding this section of questions</p>	<p>Page 27</p> <p>1 JENNIFER BURDIS</p> <p>2 qualifications for the technical director role</p> <p>3 where where in GHire would that be located?</p> <p>4 A. It would be under the requirements in</p> <p>5 GHire where there is a section to input minimum</p> <p>6 qualifications.</p> <p>7 Q. Do you recall what those minimum</p> <p>8 qualifications were with respect to the technical</p> <p>9 director role?</p> <p>10 A. I don't.</p> <p>11 Q. Okay. So how did you determine</p> <p>12 whether a candidate was a match for the technical</p> <p>13 director role?</p> <p>14 MR. GAGE: Objection.</p> <p>15 A. Maybe you could rephrase.</p> <p>16 Q. Sure. So when a candidate applied</p> <p>17 for the technical director position what factors</p> <p>18 did you use to determine whether they would be</p> <p>19 brought in for an interview?</p> <p>20 A. So there were a number of different</p> <p>21 factors taken into account. Industry experience</p> <p>22 would be one of them. The extent of a candidate's</p> <p>23 experience and years of experience would play a</p> <p>24 part in that decision. Relevant experience with</p> <p>25 regard to the specific area of technology and also</p>

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1 JENNIFER BURDIS 2 for the industry verticals we were hiring for 3 relevant experience within that domain. 4 Q. Anything else? 5 A. Educational background is also 6 another factor so we consider. 7 Q. Okay. So when you said that years of 8 experience played a part in your determination 9 can you speak more about that? What were the 10 years of experience that you considered? 11 MR. GAGE: Objection. 12 A. The the boundaries of years of 13 experience are not concrete so that's difficult 14 to answer. 15 Q. Okay and so at the time that the 16 candidates came in for an interview had you made 17 an assessment about their level? 18 A. An initial one yes. 19 Q. So this was a preinterview initial 20 assessment? 21 A. Yes. 22 MR. GAGE: Objection. 23 Q. Okay. Was there any policy that laid 24 out how years of experience translated into level? 25 MR. GAGE: Objection.	1 JENNIFER BURDIS 2 level for the technical director role. Did anyone 3 else make an assessment at that time? 4 A. Yes. 5 Q. Who? 6 A. The sourcer Krista Callahan. The 7 sourcer; Krista with a K Callahan. 8 Q. And what was Ms. Callahan's position? 9 A. She was Ulku's sourcer so she was 10 the first person that Ulku had contact with and 11 engaged with for the role. 12 Q. And do you recall what she assessed 13 Ms. Rowe's level at? 14 A. I recall Level 8. 15 Q. Okay and do you recall what that 16 assessment was based on? 17 A. You would need to ask Krista that 18 question. 19 Q. And would that assessment be 20 documented anywhere? 21 A. Again Krista may have documentation 22 that I'm unaware of. 23 Q. Okay and did you did you document 24 your assessment of Ms. Rowe's level anywhere? 25 A. It may be on certain documents that
Page 31	Page 33
1 JENNIFER BURDIS 2 A. I believe there might be some 3 documentation around that but I don't recall the 4 detail. 5 Q. Okay and could you deviate 6 from from that? 7 MR. GAGE: Objection. 8 A. Taking into account other factors 9 that we consider in the screening process yes. 10 Q. Okay and so did you look at that 11 documentation that you mentioned at the time that 12 you were recruiting for the technical director 13 role related to years of experience? 14 A. Yes. 15 Q. And the years of experience were 16 those bands of years or were they broken down year 17 by year? 18 MR. GAGE: Objection. 19 A. They were bands. 20 Q. So do you recall with the technical 21 director position what bands equated to which 22 level? 23 A. I do not. 24 Q. Okay. So you stated that you made an 25 initial preinterview assessment of a candidate's	1 JENNIFER BURDIS 2 we were considering Ulku at Level 8. I don't 3 remember exactly which documents that information 4 would reside on. 5 Q. Okay and did you always document 6 your assessment your preinterview assessment for 7 a candidate's level? 8 A. Yes. 9 Q. And did you review any criteria in 10 making that assessment? 11 A. Yes. 12 Q. And what did you review? 13 A. The minimum qualifications and the 14 factors that I previously listed when we consider 15 where a candidate might fit within the 16 organization level wise. 17 Q. Okay and did you document this in 18 GHire? 19 A. I don't recall 20 MR. GAGE: Objection. 21 A. I don't recall if it's written in 22 GHire. 23 Q. Do you recall whether it's written 24 anywhere else? 25 MR. GAGE: Objection.

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1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	decision making and it wouldn't sway things either way.	2	technical director position?
3		3	A. Yes.
4	Q. Okay. So going down on the same document to the first bullet point it says "Consistent evaluation for all candidates" do you see that?	4	Q. Okay. As far as you were aware did Google sorry.
5		5	Did Google have a policy that the number of years of work experience dictated the level that someone would come in at?
6		6	A. I'm not aware of that policy.
7		7	Q. So what was your understanding of how the years of experience of a candidate were considered under Google's leveling policy?
8	A. I do.	8	MR. GAGE: Objection.
9	Q. So it says that "We assess candidates against structured rubrics during the interview process to ensure consistency and reduce bias when evaluating candidates." So was that true at the time that you were recruiting for the technical director's role?	9	A. They were only guidelines. They were guidelines.
10		10	Q. So Google didn't have a policy that someone with a certain number of years of experience would automatically come in at a certain level?
11		11	A. No.
12		12	Q. So for any role at Google someone with say 17 years of experience could come in as a Level 9 if they were being hired for a Level 9 role?
13		13	A. If they met
14		14	
15	A. Just give me a second.	15	
16	Yes.	16	
17	Q. Okay and which rubrics did you use?	17	
18	A. I don't recall specific documents or names of documents but there will be a rubrics that speaks to the Level 8 process and Level 9 process.	18	
19		19	
20		20	
21		21	
22	Q. Okay. So if you had assessed an individual at a Level 8 prior to their interview that individual would be assessed according to the Level 8 rubric?	22	
23		23	
24		24	
25		25	
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1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	A. With consideration	2	MR. GAGE: Objection.
3	MR. GAGE: Objection.	3	Q. Sorry?
4	Go ahead.	4	A. If they met the criteria for the role then that is possible.
5	A. With consideration of levels given that this specific job role was spanning two levels the process would include the first levels throughout it would be inclusive of both Level 8s and Level 9s throughout.	5	Q. Okay and could someone with 25 years of experience come in at a Level 7 if they were being hired for a Level 7 role?
6		6	A. Yes.
7		7	MR. GAGE: Objection.
8		8	Q. Okay and so did Google prescribe any meaningful difference between someone with 15 years of experience versus someone with 17 years of experience in terms of leveling?
9		9	MR. GAGE: Objection.
10	Q. So if you had made an initial assessment that a candidate was a Level 8 could or would the interviewer still look at the Level 9 rubric?	10	A. No.
11		11	Q. Okay Did Google prescribe any
12		12	meaningful difference between someone with 19 years of experience versus someone with 20 years of experience?
13		13	MR. GAGE: Objection.
14		14	A. No.
15	Q. Okay and were these same rubrics used for all candidates in the technical director position?	15	Q. Okay. Did Google prescribe any
16		16	meaningful difference between someone with 19 years of experience versus someone with 20 years of experience?
17		17	MR. GAGE: Objection.
18	A. Yes.	18	A. No.
19	Q. Okay and so continuing where we left off in the document it says "While we do take prior experience into consideration we don't rely on company names and job titles to understand a candidate's capabilities."	19	Q. Okay. How about between 19 years of experience and 21 years of experience?
20		20	MR. GAGE: Objection.
21		21	
22		22	
23		23	
24	Did you understand that to be true at the time that you were recruiting for the	24	
25		25	

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<p style="text-align: right;">Page 46</p> <p>1 JENNIFER BURDIS</p> <p>2 A. No.</p> <p>3 Q. And how about between 23 years of 4 experience versus 25 years of experience?</p> <p>5 MR. GAGE: Objection.</p> <p>6 A. No.</p> <p>7 Q. Did Google provide you with any 8 guidance on how number of years of experience 9 would be evaluated for purposes of leveling?</p> <p>10 MR. GAGE: Objection.</p> <p>11 A. Sorry could you repeat that question 12 again?</p> <p>13 Q. Sure. Did Google provide you with 14 any guidance about how number of years of work 15 experience would be evaluated for purposes of 16 leveling?</p> <p>17 MR. GAGE: Objection.</p> <p>18 A. I believe the documentation is purely 19 a guide and it's it's a guideline; it not 20 concrete.</p> <p>21 Q. And did Google provide you with any 22 guidance on how to consider years of experience 23 when individuals were being hired for the same 24 role?</p> <p>25 MR. GAGE: Objection.</p>	<p style="text-align: right;">Page 48</p> <p>1 JENNIFER BURDIS</p> <p>2 A. So in place of a hiring committee the 3 packet the candidate packet would be submitted 4 to the team you see here CESO for SVP review. 5 Concurrently to that the packet would also be put 6 in front of Diane Greene to review.</p> <p>7 Q. Did Ms. Greene review all the packets 8 for the technical director candidates?</p> <p>9 MR. GAGE: Objection.</p> <p>10 A. I do not know if she reviewed them. 11 She had access to them.</p> <p>12 Q. Okay and so this paragraph states 13 that "A levelling rationale is typically crafted 14 by the recruiter and the hiring manager together." 15 Was the leveling rationale always included in the 16 packet?</p> <p>17 A. Yes.</p> <p>18 Q. And what information did you 19 understand to be included in the levelling 20 rationale?</p> <p>21 A. Typically the leveling rationale 22 would come from the hiring manager. So in this 23 instance it would be Will Grannis and he would 24 essentially write between one sentence and four to 25 five sentences on his opinion of where a candidate</p>
<p style="text-align: right;">Page 47</p> <p>1 JENNIFER BURDIS</p> <p>2 A. Again years of experience is one 3 factor.</p> <p>4 Q. Okay. So going back to this 5 document let me know when you have that opened.</p> <p>6 A. I do.</p> <p>7 Q. Okay.</p> <p>8 MR. GAGE: Are we still on Tab 164?</p> <p>9 MS. GELFAND: Yes.</p> <p>10 MR. GAGE: Okay.</p> <p>11 Q. The second bullet point says 12 "Independent Review" and you can read through that 13 if you need to refresh your recollection about 14 this policy but my question for you is: Was this 15 process in place at the time that you were 16 recruiting for the technical director role?</p> <p>17 A. I will just read it if that's okay.</p> <p>18 Q. Sure.</p> <p>19 A. Okay. So for Level 8 candidates 20 Level 8 plus candidates at the time I was hiring 21 for the office of the CTO we did not have a hiring 22 committee stage for these candidates.</p> <p>23 Q. Okay. So so then can you walk me 24 through the process of hiring for the technical 25 director role without the hiring committee?</p>	<p style="text-align: right;">Page 49</p> <p>1 JENNIFER BURDIS</p> <p>2 would sit level wise.</p> <p>3 Q. Okay and so you stated that Mr. 4 Grannis would make a preinterview assessment of a 5 candidate's level correct?</p> <p>6 A. Correct.</p> <p>7 Q. And so was this rationale in addition 8 to that initial assessment?</p> <p>9 A. Correct.</p> <p>10 Q. Okay. You can put that document 11 aside.</p> <p>12 So did you have any role in the 13 interviewing portion of the hiring process for the 14 technical directors?</p> <p>15 A. Not outside of helping to coordinate 16 the logistics.</p> <p>17 Q. Did you put together a panel of 18 interviewers?</p> <p>19 A. Yes.</p> <p>20 Q. Did anyone else in addition to you 21 select the interviewers?</p> <p>22 A. Yes.</p> <p>23 MR. GAGE: Objection.</p> <p>24 Q. And who was that?</p> <p>25 A. Will Grannis.</p>

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1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	Q. And what was the choice of	2	Q. Is that no? Sorry you cut out.
3	interviewers based on?	3	A. No I do not recognize it.
4	MR. GAGE: Objection.	4	Q. Have you ever seen anything like
5	A. I don't fully understand the	5	this?
6	questions to answer.	6	MR. GAGE: Objection.
7	Q. So how did you and Mr. Grannis decide	7	A. No.
8	who would be on the panel of interviewers for the	8	Q. Okay. So you're not aware if any
9	technical director's role?	9	L 8 plus assessment based interview questions were
10	MR. GAGE: Objection.	10	used for the technical director role?
11	A. You would need to ask	11	MR. GAGE: Objection.
12	MR. GAGE: She said yeah I don't	12	A. I am not aware.
13	think she said she did it.	13	Q. Are you aware did the questions
14	A. Will.	14	differ at all based on whether someone was being
15	Q. And do you know if the same panel of	15	considered as a Level 8 or a Level 9?
16	interviewers were used for all candidates for that	16	A. Not to my knowledge.
17	role?	17	Q. Okay. So speaking specifically about
18	A. The panels were not identical. There	18	the technical director's position was the
19	was a lot of crossover but due to the logistics	19	decision to make an offer to a candidate made
20	side and scheduling constraints we had a pool of	20	after all of the interviewers' interviews were
21	interviewers that we selected from.	21	complete?
22	Q. Okay and do you know what the choice	22	A. Correct.
23	of interviewers was based on?	23	Q. And who made the decision to extend
24	MR. GAGE: Objection.	24	an offer?
25	A. You would need to ask Will.	25	A. We receive the recruiter receives
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1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	Q. Was Mr. Grannis on the panel for	2	notification of SVP approval and at that point
3	these candidates?	3	you the recruiter can extend an offer.
4	A. He met with every candidate.	4	Q. So aside what was in GHire for the
5	Q. Do you know if Mr. if Brian	5	technical director position did any interviewers
6	Stevens met with every candidate?	6	tell you what their decision to hire someone was
7	MR. GAGE: Objection.	7	based on?
8	A. No.	8	A. Everything will be in GHire.
9	Q. Who came up with the questions that	9	Q. And did Will Grannis make a
10	would be asked on these interviews?	10	recommendation to the hiring committee?
11	A. Will Grannis.	11	MR. GAGE: Objection.
12	Q. And were assessment based interview	12	A. There was no hiring committee.
13	questions used for all of the candidates?	13	Q. And so you would assess Mr. Grannis'
14	A. I don't fully understand the	14	recommendation as well as the interviewers to
15	question "assessment based interview questions."	15	determine whether to extend an offer?
16	Q. Sure. You know maybe I will I'm	16	MR. GAGE: Objection.
17	going to be adding a document to the Box so you	17	A. My extending the offer was purely
18	can look at that. We just need one second.	18	based on SVP approval.
19	Okay you should see it now in the	19	Q. And the SVP would review the package
20	Box. It's going to be Tab 189 and we're going to	20	that you prepared?
21	mark this has been previously marked as Exhibit	21	A. Correct.
22	79. Let me know if you have that open.	22	MR. GAGE: Objection.
23	A. I do.	23	Q. So who made the decision about what
24	Q. Do you recognize this document?	24	level a candidate for technical director would be
25	A. No.	25	hired at?

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1	JENNIFER BURDIS	
2	A. Many people through the process.	1 Will where we discussed all candidates in process
3	Q. And who are those?	2 and that conversation may have taken place
4	A. The final decision would be the SVP	3 verbally.
5	to review and approve but the checkpoints of	4
6	deciding where a candidate would reside level wise	5 Q. Okay. I would like us to go back to
7	through the process would include the recruitment	6 the Box. I'm adding another document. Give me
8	team the interview panel the hiring manager and	7 one second.
9	the two SVP reviewers.	8 Okay. You should see in the
10	Q. And who was the SVP in this in	9 Box Tab 160 and this this document has been
11	this for the technical director position?	10 previously marked as Exhibit 62. Let me know when
12	MR. GAGE: Objection.	11 you have that open.
13	A. Diane Greene had access to Ulku's	12 A. I have that open.
14	packet or Holtz and Sridhar. The two additional	13 MR. GAGE: You said 1 6 0 Shira?
15	SVPs were Urs U R S Holtz and Sridhar. I can't	14 MS. GELFAND: Tab 1 6 0.
16	recall his last name enough to be accurate.	15 MR. GAGE: Yup okay.
17	Sridhar S R I D H A R. Sridhar.	16 MS. GELFAND: Okay.
18	Q. So who made the final decision with	17 Q. Do you recognize this document?
19	respect to Ms. Rowe's level?	18 A. There's not I may have seen it in
20	MR. GAGE: Objection.	19 the past but I don't recall.
21	A. The SVP I just listed.	20 Q. Is this part of Google's leveling
22	Q. And was that doc was that decision	21 policy?
23	documented anywhere?	22 A. I would assume so based on the title.
24	A. Yes in GHire.	23 Q. Okay. So the document says "What
25	Q. And did Mr. Grannis make a final	24 the leveling rationale by staffers includes and
		25 using the template below you'll include the
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1	JENNIFER BURDIS	1 JENNIFER BURDIS
2	recommendation for what level	2 following in every packet." So Number 1 says
3	MR. GAGE: Objection.	3 "The reason the interview rubric level was
4	Q. for what level Ms. Rowe would be	4 chosen." Do you see that?
5	hired in at?	5 A. I do.
6	A. Yes.	6 Q. Did you include this in every packet?
7	Q. Did he tell you what he based his	7 A. I would like to know if this document
8	decision on?	8 was released at the same time as the concerned
9	A. He based his decision on the	9 policy in August 2019 because that was a long
10	assessment throughout the process of Ulku Rowe's	10 time after Ulku's process.
11	level.	11 Q. So this policy may not have been in
12	Q. And did he document that anywhere?	12 place at that time?
13	A. His recommendation is documented in	13 MR. GAGE: Objection.
14	the offer packet.	14 A. Potentially.
15	Q. Did you play any role in deciding	15 Q. Okay. So my question is for you
16	what level a technical director would be hired at?	16 whether you included the preinterview rubric level
17	A. No.	17 in every packet at that time.
18	MR. GAGE: Objection.	18 MR. GAGE: Objection.
19	Q. Okay and outside of what Mr. Grannis	19 A. I don't fully understand the
20	documented in the offer packet did he communicate	20 question. Sorry.
21	with you what his leveling recommendation was	21 Q. So my you know my understanding is
22	based on?	22 that this policy may not have been in place at the
23	MR. GAGE: Objection.	23 time that you were recruiting for the technical
24	A. I don't recall specific	24 director role. So my question for you is whether
25	conversations but I had a weekly meeting with	25 or not this policy was in place whether in every

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1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	A. I don't recall the specifics but	2	A. I do not know.
3	based on the offer packet offer and the offer	3	Q. And you were the recruiter for Ben
4	letter offer being different there was likely	4	Wilson?
5	some negotiation conversations that took place.	5	A. I was.
6	Q. So do you know what factors Google	6	Q. And so what was the basis for the
7	considered in setting his base salary at \$325 000?	7	decision to hire Mr. Wilson as a Level 9?
8	MR. GAGE: Objection.	8	A. The same assessment criteria will
9	A. That would be a question for Chris	9	have been used for Ben's initial screening process
10	Humez.	10	like all candidates through the process. Ben was
11	Q. Okay. Do you know whether Diane	11	an industry vertical ex expert in the
12	Greene approved Mr. [Comparator I] 's offer?	12	technology space and a C level executive.
13	A. I received notification from Diane's	13	Q. So your recommendation was sorry
14	recruiter that I could proceed with an offer.	14	one second.
15	Q. And did MS. GELFAND provide any sort	15	Did you document those that
16	of feedback about Mr. [Comparator I] 's candidacy?	16	criteria anywhere?
17	A. I do not recall.	17	A. I don't remember if I documented
18	Q. And who was her who was Ms.	18	anywhere but if I did it would be in GHire.
19	Greene's recruiter that sent you that	19	Q. And did you have any conversations
20	notification?	20	with anyone about this criteria?
21	A. Her name was Roopa R O O P A. I	21	MR. GAGE: Objection.
22	would need to look up the spelling of her last	22	A. It's possible that Will and I spoke
23	name. I don't remember the spelling. I don't	23	during our weekly meeting about them.
24	recall her last name no.	24	Q. Do you recall any specific
25	Q. Did you have any discussions with	25	conversations with Mr. Grannis about Mr. Wilson?
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1	JENNIFER BURDIS	1	JENNIFER BURDIS
2	Diane Greene about Mr. [Comparator I] ?	2	A. I do not.
3	A. No.	3	Q. Okay. So what was the business
4	Q. Did MS. GELFAND provide any sort of	4	necessity served in tying then the vertical
5	leveling recommendation for Mr. [Comparator I] ?	5	industry expertise to the determination of his
6	MR. GAGE: Objection.	6	level?
7	A. Not to my knowledge.	7	MR. GAGE: Objection.
8	Q. So that notification from Diane	8	A. If I think I understand the question
9	Greene's recruiter what would have been included	9	correctly there were no concrete guidelines
10	in that?	10	around time spent in roles.
11	MR. GAGE: Objection asked and	11	Q. Do you know whether Mr. Grannis
12	answered.	12	analyzed the business necessity for these for
13	A. Approval for additional SVP review.	13	this leveling decision?
14	Q. Okay. Did you have any conversations	14	MR. GAGE: Objection.
15	with Diane Greene at any point about the technical	15	A. You would need to ask Will.
16	director or the technical director's role?	16	Q. Okay. So you don't know?
17	A. No.	17	A. No.
18	Q. Okay. Were you the recruiter for	18	Q. Okay. Do you know what factors
19	Evren Eryurek?	19	Google considered in setting Mr. Wilson's base
20	A. I was not no.	20	compensation?
21	Q. Were you at all involved in his	21	MR. GAGE: Objection.
22	hiring?	22	A. You would need to ask Chris Humez
23	A. No.	23	the compensation analyst.
24	Q. So you don't know the basis for the	24	Q. So you don't know?
25	decision to hire him as a Level 9?	25	A. I do not know.